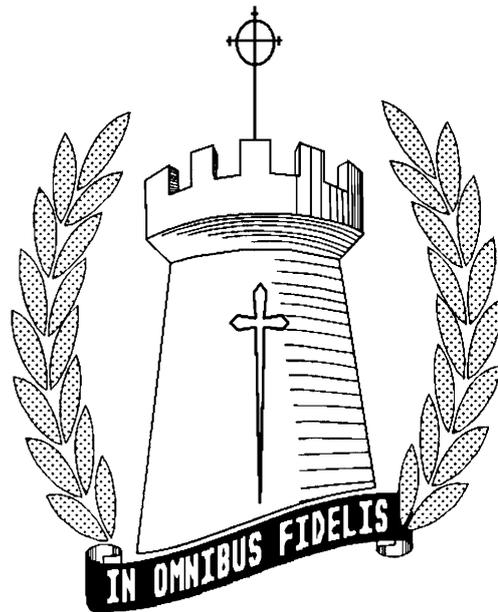


ST. DAMIAN'S RC SCIENCE COLLEGE



Learning Ethos Policy

Approved by Governors:	July 2021
Date to be reviewed:	Annually
SLT Lead:	Ms. M. Joyce

Statement of intent

St Damian's believes that in order to create an outstanding learning environment and achieve the aspirations of our pupils, staff and parents, good behaviour in all aspects of school life is necessary. At St Damian's high standards of attitude to learning and expectations on behaviour are vital to our continued success as a school and hence we are committed to developing and promoting high standards.

This learning ethos policy both outlines the responsibility of pupils for their behaviours with regards to the learning of others and for staff responsibility in upholding the 5 rules of St Damian's. This should ensure that the policy is implemented in practice in a fair and consistent manner.

Aims

- To ensure all members of our community uphold our Catholic ethos and College mission which is to develop the whole child
- To ensure that all members of our school community demonstrate respect for all those around them
- To establish an environment within the classroom that promotes pupil engagement and enjoyment of learning that supports high levels of pupil progress
- To ensure all members of our community feel confident and safe in and around the school building throughout the day
- To ensure pupils are aware that they are ambassadors of St. Damian's at all times and are therefore expected to demonstrate a compassionate, responsible and mature attitude both inside and outside of the school boundaries, including behaviour on the school bus

St Damian's 5 simple rules

At St Damian's we have 5 simple rules that underpin our Catholic ethos and support our Mission Statement. These are transparent, accepted and reasonable and the expectation is that all in our community adhere to these simple rules. These 5 rules are

1. Correct uniform at all times [which includes no make up/ fake tan/ extreme hair styles and no jewellery]
2. No mobile phones/ICT gadgets [at any time in school]
3. No chewing gum
4. Eat only in designated areas [or food may be confiscated]
5. Respect everyone

COVID- 19 Amendments

'Respect everyone,' includes following all rules with regards to reducing the spread of Coronavirus

These rules are reiterated throughout the year and clearly displayed throughout the school. These rules are enforced, and pupils are educated on these as and when appropriate.

NB. In this whole process, the support of staff and parents is of great importance as it is they who establish the environment in which good relationships, and a sense of order can be developed.

Pastoral Vision

St Damian's pastoral vision is as follows:

To ensure that all pupils are stewards of God's world, with an understanding of Gospel Values and the common good of our community. Guiding all pupils to reach their full potential; academically, spiritually, morally and socially. Encouraging pupils to treat everyone with respect and dignity is at the core of this vision.

To achieve this vision, we will use the following strategies:

- ✓ Welcome all pupils, regardless of: social background, race, gender, sexual orientation, disability or religion, into our school
- ✓ Establish and promote St Damian's 5 simple rules
- ✓ Promote personal organisation skills, independent study skills and develop maturity to make the right choices and to educate on the ability to self-reflect
- ✓ Guide pupils to make the correct academic and personal choices, allowing for personal, moral and spiritual growth and development
- ✓ Develop leadership skills and empower pupils to make confident choices for the next stage of their education
- ✓ Expose pupils to role models through high standards of staff behaviour
- ✓ Build pupils resilience towards the multitude of challenges they may face and celebrate progress and achievement
- ✓ Build a cohesive learning community, based on our core Catholic values, with a focus on mental, physical, emotional and spiritual well-being
- ✓ Challenge all forms of bullying, prejudice, discrimination and stereotypical views
- ✓ Promote positive social attitudes and values

St Damian's ASPIRE system

To promote and maintain a positive learning environment and a place where pupils feel safe and confident, we use our ASPIRE system that focuses on recognising pupil effort and achievement: celebration is at the heart of this system. Our ASPIRE system is celebrated in assemblies and is prominent around the school. ASPIRE stands for

A is for **A**SPIRATION

S is for **S**UCCESS

P is for **P**ARTICIPATION

I is for **I**NTERACTION with others

R is for **R**ESPECT

E is for **E**NVIRONMENT [both in school and globally]

The main aim of 'ASPIRE' to Learn is to promote, develop and embed a positive attitude towards excellent behaviour in and around school as well as in lessons.

The specific aims of 'ASPIRE' to Learn are to:

- Promote the learning of all pupils
- Embed self-discipline in our pupils
- Establish the boundaries of acceptable behaviour and a positive learning environment
- Build constructive relationships through mutual respect and cooperation

Pupil Responsibility

In addition to St. Damian's 5 simple rules, pupils are expected to:

- Arrive at school and lessons on time and with the correct equipment; including a calculator
- Adhere to school uniform policy [includes haircuts, make-up, fake tan, piercings and jewellery]
- Show respect to all staff
- Show respect to all pupils; regardless of gender, sexual orientation, gender
- Use all classroom resources and equipment appropriately, including appropriate use of ICT
- Move around the building sensibly at recreational times and demonstrate respect for those around them
- Look after the environment and ensure all litter is placed in a bin and food is only consumed in designated areas
- Ensure all use of online platforms outside of school hours demonstrates respect to all users

COVID- 19 Amendment

- Pupils must not arrive in school if they feel unwell, have a temperature, a new persistent cough or a loss of taste or smell
- Pupils must not 'pretend' to have symptoms of the Coronavirus
- Pupils should not arrive in school before 8.40am
- Pupils must wear a mask as directed by the Headteacher
- Once in school they must go straight to the year zone and remain there until the start of form time
- Follow the one-way system at all times
- Use hand sanitiser provided regularly throughout the day
- Wash hands for 20 seconds whenever possible and before eating
- Follow 'Catch it, Bin it, Kill it' advice as necessary
- Refrain from spitting; deliberately coughing, at all times
- Ensure a 2m distance is maintained between themselves and a member of staff as far as possible
- During break and lunch-time, pupils must remain in their year group
- During break and lunch time pupils must follow the instructions given by staff
- Pupils can only visit their permitted toilet areas and should do so alone
- Once dismissed, at the end of the day, pupils must leave the building promptly; unless they are expected to attend a detention
- Pupils who permitted to use Microsoft Chat to communicate with their teachers must adhere to the guidance outlined

Pupils Responsibility in the Classroom

- Follow the '5 simple rules'
- Follow any additional classroom rules as outlined by the subject teacher
- Have an enthusiastic approach to learning
- Pupils must ask questions related to learning and seek help from the teacher when necessary
- Demonstrate high levels of participation and engagement in the lesson
- Pupils must not be afraid to get things wrong and show resilience and positivity throughout every lesson
- Ensure all conversations are learning related and occur only when directed by the teacher
- Demonstrate a strong work ethic leading to high quality work
- Respond to advice and marking feedback from teachers
- Be respectful to the teacher and other pupils at all times
- Accept any sanctions with maturity and remorse
- Establish independent study schedules
- Ensure all computer and internet passwords required for learning are known

COVID- 19 Amendment

- Pupils must use the one way system; unless in the event of a fire drill
- Once seated, pupils must only move around the classroom once they have been given permission
- Pupils must not move around the classroom or leave the classroom unless given permission to move to their next lesson
- Pupils must wipe down their desk when requested by their teacher

Staff Responsibility

To ensure a consistent approach to our learning in school it is expected that all staff:

- Follow the procedures within this policy
- Are role models for our pupils and maintain a positive learning environment
- Use the ASPIRE system to promote and celebrate good behaviour
- Treat all pupils fairly and with dignity and respect, seeking to build self-esteem and good character
- Ensure any pupil they sanction is fully aware of why the sanction was required
- Work with the HOY and other relevant staff to ensure a whole school approach to a positive learning environment

COVID- 19 Amendment

- Staff must not arrive in school if they feel unwell, have a temperature, a new persistent cough or a loss of taste or smell
- Use hand sanitiser provided regularly throughout the day
- Wash hands for 20 seconds whenever possible and before eating
- Follow 'Catch it, Bin it, Kill it' advice as necessary
- Ensure a 2m distance is maintained between themselves and pupils as far as possible

Parental and Carer Responsibility

St Damian's has an excellent record of working with parents to create positive learning experiences and enrichments for the children. It is expected that parents:

- Support the implementation of the 5 simple rules of St Damian's
- Encourage good behaviour from their child in school and on the buses
- Support independent learning at home including homework completion
- Ensure that the correct uniform is worn at all times
- Contact the school in a timely manner to raise any concerns
- Understand that the school operates a 3 day return response policy; except in the case of an emergency
- Understand that Teachers will be in lessons and will be unable to meet parents/ carers without an appointment
- Support the school when sanctions are used

COVID- 19 Amendment

- Parents/ Carers must not send their child to school if they suspect they are showing any symptoms of the Coronavirus
- Parents/ Carers must not send their child to school if someone in their household is showing symptoms of the Coronavirus and are still awaiting test results

Homework & Revision

- Complete all classwork and homework to the best of their ability
- Homework is handed on time and completed to a high standard
- Online support materials are used when required
- Revision checklists and advice given are used to ensure independent study is purposeful

Pupil Rewards

A culture of rewards is vital to our success and as a community we are proactive in celebrating pupil achievements. Pupils who meet expectations are rewarded in numerous ways:

- ✓ Achievement points are awarded automatically every lesson
- ✓ Form tutors may award additional achievement points for pupils who always meet our high expectations or go above and beyond as a member of the form
- ✓ Subject teachers award additional achievement points for a range of academic and social efforts and achievements
- ✓ Reward vouchers are awarded each half term to pupils who have achieved high numbers of achievement points; Points will be 'reset' for these competitions to give pupils an opportunity of fair competition each term
- ✓ The Headteacher writes letters of congratulations home
- ✓ ASPIRE assemblies are used to present subject certificates to selected pupils
- ✓ Attendance certificates and prizes are given to those students who have 100% attendance
- ✓ ASPIRE certificates for reaching significant 'net' achievement point score 'milestones' as outlined below:

Bronze	750 points	Head of Year
Silver	1500 points	SLT Award
Gold	2000 points	Headteacher

Pupils who do not meet expectations in lessons- Teacher responsibility

If pupils do not meet expectations, they will be given the opportunity to correct their attitude and/ or behaviour if appropriate. If pupils do not rectify the issue or the issue itself is deemed serious enough the following sanctions may be applied:

- Behaviour points awarded
- Lunch time detention with subject teacher
- Parental contact
- After school detention
- SLT call out - removal from the classroom

Pupils who do not meet expectations in lessons- Subject leader responsibility

- Discuss issues and strategies with Subject teacher
- Faculty report to Subject leader
- Parental contact/ meeting

Pupils who do not meet expectations in lessons- SLT responsibility

- Removal from classroom
- SLT lunch time detention
- After school detention
- Removal of 'Pupil Leadership' ties and benefits
- Seclusion
- Fixed term exclusion
- Permanent exclusion

On occasions where there are issues between pupils, it may be appropriate to utilise 'Restorative Justice'. (See 'Behaviour Policy')

Pupils who regularly do not meet expectations in lessons

If pupils regularly demonstrate a poor attitude to learning or disrupt the learning of other pupils the following strategies will be utilised:

1. Form tutors will contact home if pupils have over 70 behaviour points in one half term
2. Pupils will be placed on form tutor report for 2 school weeks and report to their form tutors daily
3. After 2 weeks, form tutors will discuss the pupil's progress with the appropriate Head of Year
4. Pupils will then **a)** come off form tutor report **b)** commence HOY report
5. Pupils on HOY report will meet daily with their HOY for at least a 2 week period
6. If no improvements are made, the pupil will move to Senior Leader Report
7. Pupils on SLT report will remain after school that day if report not satisfactory [SLT report is serious]
8. SLT member will keep the parent/carer informed with regards to progress made whilst on report
9. Parental meetings may be requested at any point in the process to discuss concerns
10. Pupils may be requested to attend the parental meeting
11. All pupil reports will be logged on the centralised spreadsheet and this information is used by Heads of Year to monitor, support and challenge inappropriate behaviour and attitudes

Monitoring and Evaluation

- Form tutors will discuss achievement and behaviour points with their pupils on a weekly basis
- HOY and FT will meet a minimum of 2 occasions per half term; Friday before school and Wednesday's pastoral meeting, to discuss pupils doing well and those causing concern
- HOY will analyse the number of behaviour points pupils obtain once per half term and identify which pupils are obtaining the most points. This will then be cross referenced with which pupils have already been placed on report or whether parental contact has already been made
- SLT will provide Heads of Year with a half termly after school detention analysis to support monitoring of pupil attitudes and behaviour

Review of Policy: This policy will be reviewed and modified by Ms. Joyce prior to it being discussed annually by the governing body.